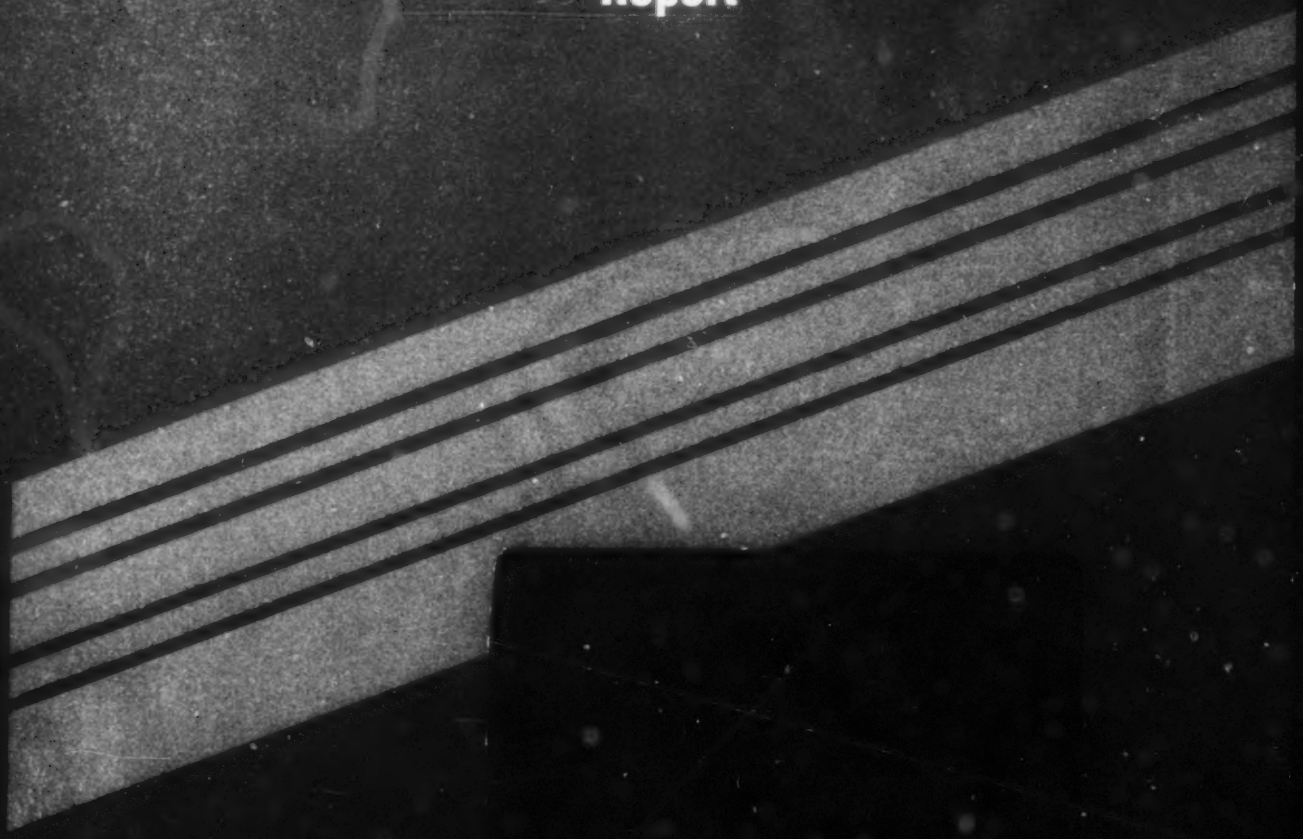
User Report



Aboriginal Policing Series

Solicitor General Canada
Ministry Secretariat

Canada

Julie Jarvis

INVENTORY OF ABORIGINAL POLICING PROGRAMS IN CANADA

PART II: ABORIGINAL CULTURAL AWARENESS

NO. 1992-12

The views expressed in this working paper are those of the author and are not necessarily those of the Ministry of the Solicitor General of Canada. It is made available as submitted to the Ministry of the Solicitor General of Canada. The English version was reviewed and formatted by Tessier Translations Corporation.

Ce document de travail est disponible en français.

Cat: JS4-1/1992-12E
ISBN: 0-662-19811-5

92-07635/

TABLE OF CONTENTS

INTRODUCTION TO THE SERIES i

PART II: ABORIGINAL CULTURAL AWARENESS 1

1. INTRODUCTION 1

2. ABORIGINAL POLICING CONFERENCES 3

2.1 Aboriginal Policing Conference
RCMP "M" Division
Whitehorse, Yukon 3

2.2 "Sharing Common Ground: A Leadership Conference on Aboriginal Policing Services"
RCMP "K" Division
Edmonton, Alberta 6

2.3 Aboriginal Policing Meeting
RCMP Athabasca Detachment
Athabasca, Alberta 10

2.4 Atlantic Aboriginal Policing Conference
RCMP "H" Division (Nova Scotia)
RCMP "J" Division (New Brunswick)
RCMP "L" Division (Prince Edward Island)
RCMP "B" Division (Newfoundland)
Atlantic Association of Chiefs of Police
Halifax, Nova Scotia 13

3. ABORIGINAL CULTURAL AWARENESS TRAINING 17

3.1 Cross-Cultural Training Course
RCMP "M" Division
Whitehorse, Yukon 17

3.2 Regional Aboriginal Cultural Awareness Workshops
RCMP "E" Division
Vancouver, British Columbia 21

3.3 Cross-Cultural Seminar
Cariboo Tribal Council
Williams Lake, British Columbia 24

3.4 Cross-Cultural Orientation
RCMP Masset Detachment
Masset, British Columbia 27

3.5 Cultural Awareness Orientation
RCMP New Aiyansh
New Aiyansh, British Columbia 30

3.6 Cultural Information Workshop
RCMP Quadra Island Detachment
Quadra Island, British Columbia 32

3.7 Cross-Cultural Course
RCMP "G" Division
Yellowknife, Northwest Territories 35

3.8 Aboriginal Cultural Awareness Training
Lethbridge City Police Force
Lethbridge, Alberta 37

3.9 Cultural Awareness Training
RCMP "F" Division
Regina, Saskatchewan 39

3.10 Localized Cross-Cultural Workshop
RCMP Broadview Detachment
Broadview, Saskatchewan 41

3.11 Cross-Cultural Seminar
Provincial Police Academy
Brampton, Ontario 43

3.12 Learning About Aboriginal Culture
Sûreté du Québec (SQ)
Montreal, Quebec 46

4. ABORIGINAL CULTURAL AWARENESS TRAINING AS A COMPONENT OF MULTICULTURAL TRAINING COURSES 49

4.1 Intercultural Training Program
Vancouver Police Department
Vancouver, British Columbia 49

4.2 Multicultural Education
Chief Crowfoot Training Academy
Calgary Police Service
Calgary, Alberta 52

4.3 Cultural Awareness Training
Regina Police Service
Regina, Saskatchewan 56

4.4 Multicultural Training Seminar
Brandon City Police Department
Brandon, Manitoba 59

4.5 Multicultural Seminar: Police-Community Intercultural Course
Ottawa Police Force
Ottawa, Ontario 62

4.6 Cross-Cultural Education Course
RCMP "H" Division
Halifax, Nova Scotia 66

5. ADDITIONAL RESPONSES 69

5.1 Cross-Cultural Training Offered by RCMP Divisions 69

5.2 O.P.P. Aboriginal Cultural Awareness Training 72

5.3 Cross-Cultural Training Provided by Provincial and National Police Colleges 73

5.4 Cultural Information Exchanges 74

INVENTORY OF ABORIGINAL POLICING PROGRAMS IN CANADA

INTRODUCTION TO THE SERIES

A. Background to the Survey

As part of an ongoing effort to improve policing policies and programs for Aboriginal communities in Canada, the Ministry of the Solicitor General of Canada surveyed selected federal, provincial and municipal police services in early 1991 to solicit information on their current Aboriginal peoples policing policies and programs. The objective of the survey was to compile and publish an overview of police initiatives targeted at Aboriginal peoples to serve as a resource document for police officials wanting to develop or expand special initiatives. In order to make the results more accessible and readable, the survey has been published as a series of seven reports.

B. Survey Methodology

The survey targeted 430 police services responsible for providing services to Aboriginal communities or to communities with a significant Aboriginal population. The majority of participants were police services providing front-line policing for local communities (including municipal and First Nations forces, Royal Canadian Mounted Police (RCMP) and Ontario Provincial Police (O.P.P.) detachments). Other participants included units at the divisional and Headquarters level of the O.P.P., Sûreté du Québec and the RCMP.

The survey questionnaires requested information on specific initiatives, including:

- Training and Development Programs for Aboriginal police officers;
- Cultural Awareness Training Programs for non-Aboriginal police officers; and
- Special Programs for Aboriginal communities (i.e., crime prevention, victims assistance, drug and alcohol abuse, family violence, child sexual abuse, youth and others).

The participants completed individual questionnaires for each program and initiative identified.[1]

C. Response

Through this survey, 203 respondents identified close to 460 individual initiatives.

Many detachments made reference to the same provincial, divisional or national initiatives. Duplicated references of programs are included in the total number of initiatives identified.

---

1. In some cases, respondents used one survey questionnaire to describe several programs. Wherever possible, these initiatives have been divided and categorized as separate initiatives.

D. Interpretation of the Findings

A key feature of the survey questionnaire was that it left the definition of what constitutes a "police-based" Aboriginal policing initiative to the discretion of respondents. As a result, this concept was widely interpreted. All divisional, provincial and national police participants identified strictly police-based or operated initiatives, whereas front-line police respondents tended to rely on a broad interpretation of Aboriginal policing, including many examples of inter-agency and police-community partnerships. The overall response included the following types of initiatives:

- general or specific references to nation- or province/division-wide initiatives;
- local- or detachment-level implementation of national or provincial Aboriginal policing initiatives;
- local- or detachment-level implementation of other national or provincial policing initiatives in Aboriginal communities (with or without modifications for Aboriginal communities);
- initiatives developed by police on an individual basis to meet the unique requirements of local communities (including those developed in cooperation with other local agencies and/or community members); and
- information on police involvement in, and contributions to, initiatives initiated by other agencies/organizations or by the community.

E. Highlighted Initiatives

In undertaking the survey, it was found that many programs had shared characteristics. To avoid considerable duplication of descriptions, we selected as highlighted initiatives the 100 most comprehensive program descriptions. These form the major part of the seven reports. In addition, at the end of each report similar initiatives were referenced by providing a contact person. Therefore, those seeking information on a particular initiative could refer to those initiatives highlighted and those found in the additional responses section at the end of each report.

F. Organization of the Reports

The information obtained through the survey has been compiled into a seven-part inventory and published as a series of reports:

I. Aboriginal Police Officer Development and Policing
II. Aboriginal Cultural Awareness
III. Increasing Access to Policing Services
IV. Police-Community Communication and Liaison
V. Focus on Youth
VI. Taking Action Against Substance Abuse
VII. Meeting the Needs of Victims and Offenders

Additional Information Gathering

To supplement and clarify the information provided through questionnaires, the author held follow-up consultations with more than 100 police services. In addition, and to the extent possible, the national and provincial policing initiatives directing local program development have been identified.

The highlighted initiatives represent a cross-section and an overview of Aboriginal policing as it is currently being implemented in communities across Canada.

The information for each highlighted initiative has been organized to emphasize the following types of information:

Police and Community Profile

This section contains the following information:

- jurisdiction of police service;
- number and size (population) of Aboriginal communities within the jurisdiction;
- location and accessibility of Aboriginal communities within the jurisdiction;
- number of police officers providing service; and
- number of Aboriginal police officers providing service.

The information for these profiles was provided by the respondents. In cases where police services could not provide the information, an effort was made to supplement the profile with information based on 1986 census data. In the cases of the RCMP Divisions, the information was taken from data provided by the RCMP.

History and Development

Wherever possible, this section provides the following information on each initiative:

- who is responsible for initiating the program or policy;
- the date (month and/or year) of implementation;
- the purpose and objective(s) of the program or policy;
- the target group or focus of the program or policy; and
- pertinent background information on the program, policy or process of implementation.

In particular, this section highlights the contributions of police services.

Aboriginal Community Input

This section outlines the following:

- any consultation process with Aboriginal community members prior to program implementation; and
- mechanisms to facilitate Aboriginal community input on an ongoing basis.

Participants and Target Groups

This section specifies the individuals and organizations involved in the development and implementation of the program and the groups for whom the policy or program was developed.

Design and Delivery

Where possible, this section provides the following information:

- individuals and/or organizations responsible for program design;
- individuals and/or organizations responsible for program implementation;
- description of policy or program content; and
- description of policy or program implementation and operation.

Funding

Where possible, this section provides the following information:

- the total budget or cost of the program;
- the sponsor(s) (i.e., funding bodies);
- contributions in kind; and
- status of funding.

Outcomes and Evaluations

This section contains the following information, where available:

- respondents' comments regarding police and/or community response to the initiative;
- specific related developments which have emerged as a result of the policy or program;
- specific accomplishments related to the initiative;
- the status of policy or program development or implementation; and
- the status of program or policy evaluation, both formal and informal.

Contact

Individuals responsible for either completing and returning survey questionnaires and/or providing additional information have been identified in this section. If the respondent was not identified, the contact is shown as the Chief of Police or Detachment Commander. These individuals are not responsible, however, for the final content of the reports.

If a respondent identified a program offered by other police departments or outside agencies involved in the program, these police departments and/or agencies were, where necessary, contacted for supplemental information. They are also included as contacts in the descriptions.

Additional Responses

Each report in the series includes in addition to the highlighted programs a section called Additional Responses. This section groups initiatives similar to those highlighted that were identified by survey respondents but not highlighted in the report.

PART II: ABORIGINAL CULTURAL AWARENESS

1. INTRODUCTION

This is the second report in a series of seven reports on Aboriginal Policing Programs in Canada. This report includes descriptions of initiatives which have been designed to sensitize non-Aboriginal police officers to Aboriginal cultures. There are three sections in this report: Aboriginal Policing Conferences, Aboriginal Cultural Awareness Training; and Aboriginal Cultural Awareness Training as a Component of Multicultural Training Courses.

Aboriginal Policing Conferences

Each provincial RCMP conference highlighted in this section brought police services (including RCMP) and Aboriginal community members together to discuss policing services for Aboriginal communities. During the conferences, police and Aboriginal community members from each region established a basis for future cooperation and consultation at the regional level.

Aboriginal Cultural Awareness Training

In this area, respondents identified both regional and local level Aboriginal cultural awareness training initiatives for police officers. At the regional level, cross-cultural training initiatives form part of a general orientation or sensitization process for officers serving Aboriginal communities. These initiatives may deal with a variety Aboriginal cultures. Highlighted initiatives include: provincial and municipal level police-based courses developed with the assistance of Aboriginal community members and offered on a regional basis.

Cross-cultural training initiatives are also developed at the local or detachment level in response to locally defined needs. Initiatives highlighted here include:

- Cultural Awareness Workshops or seminars organized by Aboriginal communities on behalf of local practitioners (including police and criminal justice practitioners); and
- Cultural Awareness Workshops and orientation sessions organized by police at the local level in collaboration with members of the community.

Aboriginal Cultural Awareness Training as a Component of Multicultural Training Courses

Respondents identified a number of cross-cultural awareness training initiatives which include Aboriginal culture as part of a broader multicultural approach. These initiatives are, for the most part, used by municipal police forces although one respondent identified an RCMP initiative which focuses on both Aboriginal and Black cultural awareness training.

2. ABORIGINAL POLICING CONFERENCES

2.1 Aboriginal Policing Conference
RCMP "M" Division
Whitehorse, Yukon

Police and Community Profile

RCMP "M" Division is responsible for the provision of policing services in the Yukon Territory.

Within the Division, an estimated nine detachments provide policing services for 15 Aboriginal communities. The total Aboriginal population in these communities is approximately 6,600.

History and Development

RCMP "M" Division initiated and organized the Aboriginal Policing Conference. The two-day conference was held at the Yukon College in Whitehorse, on October 23 and 24, 1990.

The theme of the conference was "Working Together" and the objectives included the following:

- to promote greater understanding among the police and the Aboriginal community;
- to improve relations between the police and the Aboriginal community at all levels; and
- to discuss differences via open and honest dialogue.

Aboriginal Community Input

During the winter of 1989-90, the Aboriginal Policing Coordinator, RCMP "M" Division, met with Aboriginal community representatives throughout the Yukon Territory to discuss the content and structure of the conference.

Participants

The 62 delegates included the Minister of Justice for the Yukon Territory, and representatives of the RCMP, local community organizations, and the Ministry of the Solicitor General of Canada (regional office).

Design and Delivery

Speakers addressed the following areas:

- the future of policing in the Yukon (Chief Superintendent Gilhome, RCMP "M" Division);
- the history of Yukon Aboriginal communities and the contemporary situation (Chief David Keenan, Tlingit Nation, Teslin, Yukon); and
- the changing role of the RCMP in the community and the positive interaction being developed between the police and the community (Assistant Commissioner R.D. Head, Officer-in-charge, Aboriginal Policing Directorate, Ottawa).

All delegates participated in discussions on the following topics:

- Aboriginal Justice System at the Community Level;
- Cross-Cultural Education;
- Community Education;
- Drug and Alcohol Concerns;
- Support Groups;
- Development of Rehabilitation Programs;
- Aboriginal Youth;
- Community Concerns;
- Community Healing; and
- Working within the Aboriginal community - Option 3(b) Program.

Funding

RCMP "M" Division sponsored the conference. The budget for the conference, which included accommodation and travel expenses, was $20,000.

Outcomes and Evaluations

The conference accomplished the following:

- provided a forum for debate on all areas of concern;
- demonstrated the need for future talks (the full agenda was not completed); and
- set the stage for further interaction and involvement at the community level.

Participants reported that they found the conference worthwhile.

NEDDA T.V. in Whitehorse taped the conference and the proceedings. The video was to be broadcast in all Yukon communities. In addition, excerpts were shown on the CBC National television program "Focus North".

Copies of the videotapes are on file at RCMP "M" Division.

Contact

Sergeant Mick Ryan
Aboriginal Policing Coordinator
RCMP "M" Division
4100-4th Avenue
Whitehorse, Yukon
Y1A 1H5
Tel: (403) 667-5593
Fax: (403) 667-2621

2.2 "Sharing Common Ground: A Leadership Conference on Aboriginal Policing Services"
RCMP "K" Division
Edmonton, Alberta

Police and Community Profile

RCMP "K" Division is responsible for the provision of provincial policing services in Alberta.

Within the Division, an estimated 34 detachments provide policing services for approximately 55 Aboriginal communities. The total Aboriginal population of these communities is approximately 34,700.

History and Development[1]

In response to public commitments made by senior RCMP officials during 1989, RCMP "K" Division sponsored "Sharing Common Ground: A Leadership Conference on Aboriginal Policing Services" held in Edmonton, from May 29 to June 1, 1990.

At an earlier Ottawa conference, "Policing for a Pluralistic Society", held from March 28 to 31, 1989, RCMP Commissioner Norman Inkster committed the RCMP to a series of regional workshops to address Aboriginal policing services, and the needs of Aboriginal communities. In the same year, Assistant Commissioner Creig, Commanding Officer of the RCMP in Alberta, made a commitment at the 46th Annual Assembly of the Indian Association of Alberta to stage the Edmonton conference.

Prior to the conference, a consultation process highlighted the lack of communication and understanding between police and Aboriginal peoples in the province. Consequently, the conference focused on the enhancement of mutual understanding and communication among these groups.

Two mechanisms were to be used to address areas identified in consultations: (a) workshop sessions at the conference, and (b) post-conference regional and community level follow-up meetings.

Aboriginal Community Input

Early in the planning process, organizers sought to involve members of Alberta's First Nations and Metis communities in the planning, organization and management of the event. The

---

1. This description is based on conference materials forwarded with the survey. This includes a conference report prepared by "K" Division and a video of the conference. Both the report and video are available from "K" Division.

Division asked representatives of the several Aboriginal groups to form an advisory committee to determine the means by which a conference format could address community needs. The committee included members of the Indian Association of Alberta, the Metis Association of Alberta (including members of the Elder senates of these organizations), Aboriginal women's groups, Aboriginal youth, as well as Alberta Chiefs and Metis leaders.

The Steering Committee for the conference included representatives of the following organizations:

- Native Counselling Services of Alberta;
- Indian and Northern Affairs Canada;
- Municipal Affairs, Province of Alberta;
- Native Services, Province of Alberta;
- Alberta Alcohol and Drug Abuse Commission;
- Native Friendship Centre;
- Alberta Solicitor General, Law Enforcement Division; and
- Health and Welfare Canada.

In addition, an Aboriginal police chief, and several Elders served on the Steering Committee.

Participants

Organizers expected 300 participants, including provincial Aboriginal leaders and police. An enthusiastic response, however, resulted in 600 registrants.

Design and Delivery

The participation of Elders in the planning process resulted in a strong cultural and spiritual emphasis throughout the conference. The use of the Pipe ceremony, the Circle, and the inclusion of the voices of the Elders exposed non-Aboriginal police officers and other delegates to aspects of Aboriginal culture they had not experienced prior to the conference. Through these experiences, the Elders hoped to encourage a better appreciation and understanding of Aboriginal traditional and spiritual life.

Fourteen workshop sessions offered the opportunity to identify issues and develop recommendations in the following areas:

- The Judicial System: Yesterday, Today and Tomorrow;
- Drug and Alcohol Problems: Community Awareness and Solutions;
- Suicide: A Community Crisis;
- Dealing with Domestic Violence and Child Abuse;
- Aboriginal peoples in Policing;
- Cross-Cultural Education: Knowing and Understanding Each Other;
- Community Advisory Committees;

- Community Policing: Sharing the Responsibility;
- Aboriginal Youth Perspectives;
- Resolving Conflicts and Complaints;
- The Elders: A Window on the Past, A Key to Our Future;
- Task Force on the Criminal Justice System and its Impact on the Aboriginal and Metis Peoples of Alberta;
- The Role of the Media; and
- Urban Aboriginal Policing Services.

Conference participants also attended workshops which addressed specific regional concerns. The objectives of these sessions (covering twelve regions of the province) included the following:

- examining regional and local concerns;
- developing specific goals and priorities for each community;
- exploring the application of recommendations and action plans developed in previous workshop sessions;
- planning the development of local committees; and
- scheduling post-conference meetings between police and members of the community.

The regional workshops were a major component of the conference as they were to set the stage for future, ongoing consultation between the RCMP Detachments and the local Aboriginal communities in their regions. The intention was to promote a spirit of mutual ownership in the process of implementation and follow-up of recommendations.

Funding

RCMP "K" Division sponsored the conference.

Outcomes and Evaluations

All participants received a copy of the final report containing the recommendations made at the conference.

RCMP Athabasca Detachment held the first post-conference follow-up meeting on November 23, 1990, at Calling Lake, Alberta. Additional regional and community level meetings are expected to be held in 1991.

Contact

Inspector R.G.J. Lamabe
Aboriginal Policing Services
Criminal Operations
RCMP "K" Division
11140-109 Street
Edmonton, Alberta
T5G 2T4
Tel: (403) 471-9467

2.3 Aboriginal Policing Meeting RCMP Athabasca Detachment Athabasca, Alberta

Police and Community Profile

RCMP Athabasca Detachment provides policing services in a 10,000 kilometre area of Alberta. The region has a year-round population of 7,000, and increases to 13,000 during the summer months. The Aboriginal population includes the inhabitants of the John Baptist First Nation (population: 150) and several communities of Non-Status Aboriginal and Metis peoples located on the eastern shore of Calling lake (combined population: 500). These communities are accessible by road from the Detachment.

RCMP Athabasca Detachment has 10 members, one of whom is of Aboriginal ancestry.

History and Development

RCMP Athabasca Detachment hosted the Aboriginal Policing Meeting on November 23, 1990, as a follow-up to "Sharing Common Ground: A Leadership Conference on Aboriginal Policing Services" held in Edmonton, from May 29 to June 1, 1990. The goal of the meeting was to foster continued communication between police and Aboriginal communities in the region subsequent to the Edmonton conference.

The meeting was the first such event in a region which includes RCMP Athabasca, Red Earth Creek and Desmarais Detachments, and the Aboriginal communities of Calling Lake, Wabasca, Sandy Lake, Peerless Lake, Loon Lake and Trout Lake.

Aboriginal Community Input

The follow-up meetings were to emphasize Aboriginal community involvement. The role of RCMP Detachments was to offer support, make suggestions, and work closely with the communities throughout the development process.

For the first regional Aboriginal Policing Meeting, RCMP Athabasca Detachment worked in conjunction with the Aboriginal community of Calling Lake to develop an agenda. Following meetings were hosted by other Aboriginal communities in the region on a rotational basis. Each community had an opportunity to provide input into the design and structure of the meetings.

Participants

Forty-eight people attended the first Aboriginal Policing Meeting at the community of Calling Lake. Participants included:

- 41 representatives of Aboriginal communities in the region (including Elders, Chiefs, Council members, youth and women);
- 3 members of RCMP Athabasca Detachment;
- 1 member of RCMP Red Earth Creek Detachment;
- 1 member of RCMP Desmarais Detachment;
- 1 representative of RCMP St. Paul Sub-Division; and
- 1 representative of RCMP "K" Division.

Design and Delivery

The first regional Aboriginal Policing Meeting provided police officers and Aboriginal community representatives with an opportunity to discuss new initiatives and services, and identify problems in each area of the region. Organizers structured the meeting to allow each participant an opportunity to speak. The meeting began with representatives of each RCMP Detachment, and members of Aboriginal communities within those Detachment areas, reporting on the current situation in each of their regions. The afternoon was set aside for all members of the group to participate in an open discussion focusing on "problems and solutions".

Funding

RCMP Athabasca Detachment sponsored the meeting in conjunction with local Aboriginal communities.

Outcomes and Evaluations

RCMP personnel took minutes of the meeting, and copies were distributed to all participants. The central purpose of this meeting/conference is to share information. Athabasca noted that their Crime Watch Committee was introduced as a result of information shared at this first meeting.

The next meeting is scheduled to take place in the area served by the RCMP Desmarais Detachment. The meeting will be held in conjunction with an annual community event.

Contact

Constable Gregg Murphy
RCMP Athabasca Detachment
Box 1120
Athabasca, Alberta
T0G 0B0
Tel: (403) 675-4252

2.4 Atlantic Aboriginal Policing Conference
RCMP "H" Division (Nova Scotia)
RCMP "J" Division (New Brunswick)
RCMP "L" Division (Prince Edward Island)
RCMP "B" Division (Newfoundland)
Atlantic Association of Chiefs of Police
Halifax, Nova Scotia

Police and Community Profile

RCMP "H" Division is responsible for the provision of provincial policing services in the province of Nova Scotia. RCMP "J" Division provides policing services for the province of New Brunswick. RCMP "L" Division and RCMP "B" Division have similar responsibilities in Prince Edward Island and Newfoundland respectively. The Atlantic Association of Chiefs of Police is the regional chapter of the Canadian Association of Chiefs of Police (CACP).

The total Aboriginal population in the Atlantic region is estimated to be 20,000. Approximately 13,000 reside in Aboriginal communities.

History and Development

The RCMP Divisions in the Atlantic region and the Atlantic Association of Chiefs of Police are co-sponsors of the Atlantic Aboriginal Policing Conference to be held in Halifax, from September 5 to 7, 1991.

The Aboriginal Policing Services Section, RCMP "H" Division developed this initiative in response to a 1989 commitment, made by RCMP Commissioner Norman Inkster, to hold Aboriginal Cultural Awareness Conferences across Canada. The RCMP Commissioner made the commitment at the "Policing for a Pluralistic Society" Conference held in Ottawa, from March 28 to 31, 1989.

Aboriginal Community Input

To prepare for the conference, the Aboriginal Policing Coordinator, RCMP "H" Division, held consultations in all of the Aboriginal communities in Nova Scotia to discuss local needs.

An Aboriginal Steering Committee provided feedback on recommended topics for the conference. The Steering Committee also made final topic selections.

Participants

Four hundred participants are expected to attend this conference. Delegates to the conference will include:

- representatives of Aboriginal communities in the Atlantic region;
- representatives of RCMP Headquarters in Ottawa;
- government officials; and
- approximately 220 police officers from the Atlantic region.

Design and Delivery

While the Aboriginal Policing Services Section, RCMP "H" Division, is responsible for overall coordination of the conference, an Aboriginal Steering Committee and several sub-committees are contributing to the development process. Members of both the RCMP and municipal police forces are serving on the sub-committees.

Two sources of information and recommendations form the framework for the conference:

- the consultations conducted by the Aboriginal Policing Services Coordinator; and
- the recommendations of the Royal Commission on the Donald Marshall, Jr. Prosecution calling for greater liaison between police officials and the Aboriginal community.

On the first day of the conference there will be a series of workshops, for which a final selection has not been made. Some of the topics recommended for the conference include the following:

- Domestic Violence and Child Abuse;
- Suicide;
- Chemical Dependency;
- Aboriginal Peoples in Policing;
- Cross-Cultural Education;
- Urban Policing;
- Rural Policing;
- the Judicial System; and
- Aboriginal Self-Government.

Regional workshops will be scheduled on the second day of the conference to allow participants to develop specific recommendations and discuss local concerns.

Sweet Grass and Pipe ceremonies will be part of the conference agenda.

Funding

The conference is being funded by the Atlantic Association of Chiefs of Police, the RCMP and other federal government agencies.

Outcomes and Evaluations

Forthcoming.

Contact

Inspector Peter Curley
Aboriginal Policing Coordinator
RCMP "H" Division
Box 2286
Halifax, Nova Scotia
B3J 3E1
Tel: (902) 426-9245
Fax: (902) 426-8845

3. ABORIGINAL CULTURAL AWARENESS TRAINING

3.1 Cross-Cultural Training Course
RCMP "M" Division
Whitehorse, Yukon

Police and Community Profile

RCMP "M" Division is responsible for the provision of policing services in the Yukon Territory.

Within the Division, an estimated nine detachments provide policing services for 13 Aboriginal communities. The total population of these communities is estimated to be 6,600.

History and Development

In the fall of 1989, RCMP "M" Division sponsored its first Cross-Cultural Training Course. A three-day orientation course for new members of the Division, the course is designed to help RCMP officers and their spouses integrate into the Aboriginal communities to which they are posted.

Two representatives of local Aboriginal communities organized and conducted the inaugural sessions. The course is now offered each spring in Whitehorse to new Division members and their spouses.

Most of the following information is based on the first course.

Aboriginal Community Input

Originally designed by Aboriginal community members, the course continues to be produced and delivered by two members of Yukon Aboriginal communities. In addition, two Elders attend course sessions to act as advisors.

Participants

Twelve new RCMP officers attended the first course. Two workers from the local alcohol rehabilitation centre, and one representative of the Native Friendship Centre also participated.

Design and Delivery

The Division offered the first training course on a voluntary basis. Aboriginal course organizers provided instruction on aspects of Aboriginal culture pertinent to the 13 First Nations residing in the Yukon Territory.

Day I

Following introductions, an outline of background information, and a discussion of expectations related to the course, participants explored the following:

- Cultural Definitions;
- Working in a Cultural System; and
- Mission School Syndrome.

Organizers showed a documentary on the mission schools in the Yukon produced by NEDDA Television in Whitehorse.

Day II

Discussions continued in the following areas:

- Cross-Cultural Traits;
- History of the Yukon Aboriginals;
- Socio-Political Analysis;
- Linguistic Groups and Relationships;
- Clan Systems;
- Kinship;
- Lifestyles and Substance Abuse;
- Ownership and Materialism;
- Traditional Education; and
- Current Issues.

Day III

The third day offered four sessions:

1) Working in the Aboriginal community

- Condescension;
- Paternalism;
- Dishonest Praise;
- Prejudice;
- Discrimination;

- Tension;
- Mutual Distrust and Fear; and
- Integrating into an Aboriginal society.

2) Rebuilding a Modern Aboriginal Society.

3) Native Political Agenda

- Self-Government Issues and Directions.

4) Building Positive Interaction.

The course concluded with an overview and summation, and a group critique of the course.

Funding

RCMP "M" Division is responsible for the overall organization and administration of the program. Costs include a per diem for course instructors, and transportation, accommodation, and meals for participants.

Outcomes and Evaluations

At the inaugural session in 1989 Aboriginal community members had their first opportunity to instruct RCMP officers. The course was reported to be a great success. All participants were positive about the content and presentation of the course. Those who had taken such courses before noted that this was the best course they had attended.

Participants made the following recommendations:

- the course should be offered to all members of the RCMP in the Yukon Territory regardless of previous courses attended;
- the course should be mandatory for all new RCMP officers in the Yukon territory;
- the course should be given to members' spouses;
- one or two Elders should be in attendance to act as resource persons;
- there should be less emphasis on statistics (e.g., the number of charges laid or tickets written); and
- more participation on the part of Aboriginal communities should be encouraged.

Several of the above recommendations appear to have been implemented in subsequent course sessions.

Contact

Sergeant Mick Ryan
Aboriginal Policing Coordinator
RCMP "M" Division
4100-4th Avenue
Whitehorse, Yukon
Y1A 1H5
Tel: (403) 667-5593
Fax: (403) 667-2621

3.2 Regional Aboriginal Cultural Awareness Workshops
RCMP "E" Division
Vancouver, British Columbia

Police and Community Profile

RCMP "E" Division is responsible for the provision of policing services in the province of British Columbia.

Within the Division, an estimated 89 RCMP Detachments provide policing services for approximately 278 Aboriginal communities. The total population of these communities is approximately 42,000.

History and Development

In 1990, "E" Division launched an Aboriginal cultural training initiative designed to educate and sensitize members of the RCMP to the cultures, values and beliefs of Aboriginal peoples in the province. Aboriginal Cultural Awareness Workshops are held on a regional basis to improve RCMP members' understanding of the Aboriginal communities in each detachment area.

Aboriginal Community Input

Aboriginal residents participate in the development of the agenda for each local workshop to ensure that it reflects the particular culture, traditions, and concerns of the community. During the workshops, Aboriginal resource peoples make presentations.

Participants

"E" Division selects the location and the local RCMP Sub-Division then selects RCMP delegates for the workshop and, where possible, connects with other justice system agencies to have them participate. Crown Counsel and Corrections personnel have been included in these workshops from the outset. An average of 25 RCMP members participate in each regional workshop. These workshops are open to the entire local Aboriginal community.

The long term goal is to have all 5,000 members of "E" Division, plus support personnel, attend Cultural Awareness Workshops.

Design and Delivery

Two Aboriginal RCMP members in the Division's Aboriginal Policing Section coordinate the provincial initiative. After selecting the regions where workshops will be held, they meet with Tribal Councils and ask them to identify local resource people to assist in the development of the workshops.

RCMP personnel, in conjunction with members of the Tribal Council and local resource people, then develop a syllabus for each workshop. The emphasis is placed on community involvement and ownership of this process and, consequently, the RCMP work more in a support or an advisory capacity.

The "E" Division Aboriginal Policing Coordinator, who is an Aboriginal person, leads each two-day workshop in collaboration with local resource persons and/or Elders. Each workshop is based on a similar framework:

- the Aboriginal Policing Coordinator and a First Nation member offer a joint overview of the workshop;
- local resource people discuss Aboriginal history, culture and beliefs;
- all participants, including both the RCMP and members of the community, engage in open discussion; and
- the Aboriginal Policing Coordinator provides an overview of police and policing practices. This is included in the workshop to better inform the Aboriginal participants about current law enforcement practices and provides an open forum for discussion among participants.

Funding

RCMP "E" Division funds the workshops. The Division is currently considering co-sponsoring these workshops with other support service agencies.

Outcomes and Evaluations

Since 1990, "E" Division has sponsored five Aboriginal Cultural Awareness Workshops in the following detachment regions:

- Cranbrook, British Columbia;
- Vernon, British Columbia;
- Port Hardy, British Columbia, Kwakiutl District Council (two workshops); and
- Chase, British Columbia (conducted by the Cariboo Tribal Council).

Members of the RCMP "E" Division also participated in a cross-cultural workshop sponsored by the Cariboo Tribal Council in May 1990.

Workshop evaluation forms have been developed to obtain feedback. To date, both RCMP personnel and members of the Aboriginal community have responded positively.

In general, participants consider that the workshops offer the following:

- an increased awareness of local Aboriginal groupings, history, language, beliefs, and problems;
- information which combats existing myths about Aboriginal peoples;
- an opportunity for increased police-community interaction and discussion; and
- an opportunity for RCMP members to participate in Aboriginal spiritual activities.

Contact

Sergeant Jim Greyeyes
Aboriginal Policing Coordinator
RCMP "E" Division
657 West 37th Avenue
Vancouver, British Columbia
V5Z 1K6
Tel: (604) 264-2860

The early development of these workshops is reported in a British Columbia publication: *Native Justice Report*, which is supported by the Ministry of the Attorney General, the Solicitor General, and Native Affairs of British Columbia. [RCMP Sensitization Workshops: "Seeing the Positive Side". *Native Justice Report*, October 1990: Victoria, British Columbia, pp. 1-2. "Cross-Cultural Training in the Cariboo: Overwhelming Honesty, Warmth and Caring". *Native Justice Report*, October 1990: Victoria, British Columbia, p. 2.]

For more information contact:

Ministry of the Attorney General
Public Affairs Division
5th Floor - 910 Government Street
Victoria, British Columbia
V8V 1X4
Tel: (604) 387-5818

3.3 Cross-Cultural Seminar
Cariboo Tribal Council
Williams Lake, British Columbia

Police and Community Profile

The Cariboo Tribal Council is located in Williams Lake, British Columbia. Williams Lake is one of six First Nations communities, including Alkalai Lake, situated within the RCMP Williams Lake Detachment area.

History and Development

The Cross-Cultural Seminar described in this section is a community based initiative. While RCMP personnel attended the seminar, the agency did not initiate or sponsor the event.

The Cariboo Tribal Council organized the two-day seminar (May 10 and 11, 1990) as part of an Aboriginal Awareness Week in Williams Lake. The Council proposed the seminar in an effort to increase the level of Aboriginal cultural awareness on the part of non-aboriginal government and community agency personnel. The goal of the event was to improve and inform decision-making regarding Aboriginal communities and organizations.

The Cariboo Tribal Council sponsored and organized the two-day workshop which was held in the communities of Alkali Lake (in the RCMP Williams Lake Detachment), and Canim Lake (in the RCMP One Hundred Mile House Detachment).

RCMP Kamloops Sub-Division, RCMP Chase Detachment, and the Cariboo Tribal Council provided information for this section.

Aboriginal Community Input

The Cariboo Tribal Council designed and delivered the seminar in conjunction with the people of the Canim Lake and Alkali Lake communities.

Participants

The Cariboo Council sent invitations to community agencies to request their participation. Approximately 70 participants from various parts of the province took part in the seminar. Participants included members of the judiciary and Crown Counsel office, RCMP, Corrections and Probation Services personnel. Additional participants included personnel from other government agencies and programs.

Design and Delivery

The Canim and Alkali Lake communities hosted the two-day seminar. The seminar opened in Canim Lake on May 10, 1990, and continued on the second day (May 11, 1990) in Alkali Lake.

In an experimental initiative, participants were invited to participate in a Sacred Pipe ceremony and a Sweatlodge. All aspects of these ceremonies were explained to participants.

Seminar sessions opened and closed with prayers offered by Elders. In each community, the Chief delivered a welcoming address. Throughout the two days, drumming and dancing formed part of the daily activities. In addition, community members prepared traditional food for seminar participants.

Day I: Canim Lake

Aboriginal facilitators selected by the Council made presentations on the following topics:

- Images and Realities: An Aboriginal Perspective;
- The Medicine Wheel; and
- Understanding the Social Conditioning of Aboriginal peoples: the Impact of Residential Schools and Integration.

Day II: Alkali Lake

Further presentations addressed the following issues affecting Aboriginal communities:

- Education;
- Economic Development;
- Child Welfare;
- Justice;
- Social Development;
- Land Claims/Aboriginal Rights; and
- Self-Government.

During the two-day seminar, participants learned about aspects of Aboriginal culture, including:

- the four races of the world;
- animals;
- Mother Earth and Father Sky;
- the importance of the water and the air to survival; and
- the importance of respect for the Elders, children and women.

Funding

Funded by the Ministry of the Attorney General of British Columbia, the budget for the seminar was $5,000.

Outcomes and Evaluations

RCMP personnel and participants from other agencies offered positive feedback regarding the seminar. In general, it was felt that the seminar helped develop improved understanding of Aboriginal culture.

Based on the success of this first seminar, the Commanding Officer of Kamloops Sub-Division, who attended the seminar, asked the Cariboo Tribal Council to organize a second seminar to be sponsored by the RCMP for officers in Kamloops Sub-Division. The Council agreed, and the first RCMP-sponsored Cross-Cultural Seminar was held in November 1990, at the community of Little Shuswap (served by RCMP Chase Detachment).

Contacts

Charlene Belleau
Cariboo Tribal Council
Box 4333
Williams Lake, British Columbia
V2G 2V4

Constable S.J. Belleau
Cariboo Tribal Council
RCMP Chase Detachment
Box 960
226 Shuswap Avenue
Chase, British Columbia
V0E 1M0
Tel: (604) 679-3221

3.4 Cross-Cultural Orientation
RCMP Masset Detachment
Masset, British Columbia

Police and Community Profile

RCMP Masset Detachment provides policing services for an estimated 2,000 inhabitants in the Detachment region. The Aboriginal population in the region is approximately 1,000. Approximately 700 members of the Aboriginal population live on the Old Masset First Nation (Haida Nation) reserve. The remaining 300 live off the First Nation reserve in the region.

RCMP Masset Detachment has seven officers, one of whom is of Aboriginal ancestry.

History and Development

The RCMP developed a Cross-Cultural Orientation Session to provide new members of the Detachment with an opportunity to meet First Nation members and staff of local First Nation agencies. The goal of the orientation session is to promote early, positive contact between officers and the local Aboriginal community.

Aboriginal Community Input

In the fall of 1990, the Staff Sergeant at RCMP Masset Detachment approached the Circle of Elders in the community of Masset with the idea of holding an orientation session. After receiving a positive response, the Staff Sergeant met with the Chief and the Council to discuss development and implementation. Subsequently, at the request of the Detachment, local Elders provided input into course content.

Participants

All new members transferred to RCMP Masset Detachment will participate in orientation sessions.

Design and Delivery

The orientation program is to be implemented in the summer of 1991, when newly transferred members arrive at the detachment. The Cross-Cultural Orientation will be part of the full orientation program for newly transferred members. The program format will change as required.

During the orientation period, new member(s) will spend three days in the village of Old Masset, accompanied by another officer from the Detachment. The officers will visit First Nation agencies and meet with Elders.

Day I

The officers will visit the Old Masset First Nation office to discuss the following topics:

- Administration and Staff;
- Land Claims;
- Fishing;
- Logging; and
- Gold Mining.

Additional meetings are planned with the following people:

- a representative of the Haida Nation Council;
- the legal aid lawyer and outreach staff;
- doctors, nurses, and staff of the Haida Health Centre; and
- the staff of the Drug and Alcohol Counselling Centre.

Day II

The officers will meet privately with one or two of the female Elders (Nonnies) to discuss a range of topics, including:

- Family Clans;
- Dinners;
- Funerals; and
- Customs.

Organizers have prepared a list of Elders who are available for visits.

Day III

Officers will discuss the following topics with male Elders (Chinnies):

- Fishing;
- Hunting;
- Food Preservation;
- Historical Justice; and
- Area Orientation, including important place names in the region.

Funding

RCMP Masset Detachment is sponsoring the orientation program. It is anticipated that costs will be minimal.

Outcomes and Evaluations

The first orientation is scheduled to take place in the summer of 1991.

Contact

Sergeant E.G.J. Spence
RCMP Masset Detachment
Queen Charlotte Islands
Box 39
Masset, British Columbia
V0T 1M0
Tel: (604) 626-3991

3.5 Cultural Awareness Orientation
RCMP New Aiyansh
New Aiyansh, British Columbia

Police and Community Profile

RCMP New Aiyansh Detachment region encompasses three First Nations communities: New Aiyansh/Gitlakdamix First Nation (population: approximately 800); Greenville/Lakalzap First Nation (population: approximately 500); and, Canyon City/Gitwinksihlkw First Nation. The Aboriginal population in the region includes members from four different First Nations.

The community of New Aiyansh is one kilometre from the Detachment and Greenville/Lakalzap is 45 kilometres from the detachment. Canyon City/Gitwinksihlkw is a 20 minute drive from the Detachment and can only be accessed via a footbridge which crosses a canyon.

Originally located on the community of New Aiyansh, the Detachment moved to a new location outside the community three years ago.

RCMP New Aiyansh Detachment has three officers. One of the officers is of Aboriginal ancestry.

History and Development

Developed in 1991, the cultural awareness orientation program is designed to educate recently transferred, non-Aboriginal police officers about unique aspects of Nishgas culture, including marriage, tribal relations, funerals, beliefs and customs.

Aboriginal Community Input

An Aboriginal constable at the RCMP New Aiyansh Detachment designs and conducts the orientation with the assistance of two other members of the Aboriginal community. Other community members also provide input.

Participants

All newly transferred members of RCMP New Aiyansh Detachment participate in the orientation.

Design and Delivery

The Aboriginal constable and two Aboriginal volunteers offer the one-day orientation session at the Detachment. The orientation provides newly transferred officers with an opportunity to learn about local Aboriginal culture, and talk about the differences between local cultures and mainstream Canadian culture.

Funding

RCMP New Aiyansh Detachment organizes and funds the program. The program costs $400.00, and is paid for out of its operating budget.

Outcomes and Evaluations

No evaluation has been conducted to date.

Contact

Corporal Morris
RCMP New Aiyansh Detachment
General Delivery
New Aiyansh, British Columbia
V0J 1A0
Tel: (604) 633-2222

3.6 Cultural Information Workshop
RCMP Quadra Island Detachment
Quadra Island, British Columbia

Police and Community Profile

Quadra Island RCMP Detachment provides policing services for three islands: Quadra Island (estimated population: 4,000); Cortez Island (estimated population: 1,000), and Reed Island (estimated population: 100). There are two First Nations within the Detachment area. Cape Mudge First Nation (Kwakiutl Band) is located on Quadra Island and has a fluctuating population of 500 to 750. Squirrel Cove First Nation (Klahoose Band) is located on Cortez Island and has a population of about 85. Members of the Detachment make weekly visits to Cortez Island and the Squirrel Cove First Nation, a trip which is approximately 45 minutes by boat from the Detachment.

Three officers staff RCMP Quadra Island Detachment.

History and Development

RCMP Quadra Island Detachment and other local agencies have identified a need to improve their understanding of the Aboriginal peoples in the area. To address this need, the Kwakiutl Band of the Cape Mudge First Nation sponsored a one-day Cultural Information Workshop for non-Aboriginal support agency personnel in August 1990.

Aboriginal Community Input

The First Nation Council and other local resource people provided input into the development of the workshop format.

Participants

The Kwakiutl Band sent invitations to local agencies to request their participation. Local support agency personnel, including one member of the RCMP Quadra Island Detachment attended the workshop.

Design and Delivery

Organized by the Kwakiutl Band Health Care Worker, with the assistance of two volunteers, the workshop included the following presentations and activities:

- an outline of background information on the Kwakiutl Band (provided by an anthropologist);
- a talk on Aboriginal culture (led by an Elder);
- an open discussion; and
- a tour of the local museum.

Funding

The community of Cape Mudge sponsored the workshop.

Outcomes and Evaluations

As a result of the workshop, RCMP Quadra Island Detachment implemented a policy to improve officers' communication with local Aboriginal peoples. The policy is designed to address Aboriginal concerns regarding police practices, and identifies cultural and social differences which may act as barriers to effective communication.

Based on the success of this workshop, the local John Howard Society organized a group of Aboriginal and non-Aboriginal peoples to continue the exploration of cultural awareness issues. The group held its first workshop, entitled "Exploration of Culture", in January, 1991.

An Aboriginal specialist acted as facilitator for the workshop. Non-Aboriginal participants discussed ideas about their own culture and Aboriginal culture. The facilitator engaged in one-on-one discussions with participants to explore their interpretations of culture, and offered insights into the meaning of culture for Aboriginal peoples.

Participants included members of local support service agencies, RCMP, judges, lawyers, and First Nations representatives.

A follow-up workshop is to be held in the spring or summer of 1991.

Contact

Corporal Randall Munro
RCMP Quadra Island Detachment
Box 399
Quathiaski Cove, British Columbia
V0P 1N0
Tel: (604) 285-3631

3.7 Cross-Cultural Course
RCMP "G" Division
Yellowknife, Northwest Territories

Police and Community Profile

RCMP "G" Division is responsible for the provision of policing services in the Northwest Territories.

Approximately 41 detachments within "G" Division provide policing services for approximately 62 Aboriginal communities. The total estimated Aboriginal population in these communities is approximately 35,000.

History and Development

"G" Division, Training Branch first developed a Cross-Cultural Course in 1986. Designed primarily for newly transferred members, the objective is to promote better understanding between detachment members and the communities they serve. Courses are offered regionally to facilitate the involvement of Aboriginal communities.

Aboriginal Community Input

Local Aboriginal communities provide input into the development of each Cross-Cultural Course. Community members select course materials and act as facilitators.

Participants

Twenty to twenty-four newly transferred RCMP officers and their spouses participate in each course.

Design and Delivery

Aboriginal facilitators, together with an instructor from "G" Division, Training Branch, deliver each four-day course.

During the course, the Training Branch instructor discusses the following areas:

- treaties;
- land claims; and
- the history of the Aboriginal peoples in the Northwest Territories.

[Course organizers note they are hoping to use an outside resource person to deliver this course material in future sessions.]

Aboriginal facilitators discuss the following:

- Aboriginal culture and traditions; and
- the concerns of local communities.

Funding

Sponsored by "G" Division, individual courses cost from $20,000 to $30,000. Costs include airfare, accommodation and meals for each participant.

Outcomes and Evaluations

Two courses were held in 1990, and four courses are planned for 1991 (to be held in Iqaluit, Rankin Inlet, Inuvik, and Yellowknife). The demand for these courses is very high as there is a high turnover rate in the Northwest Territories and postings are of limited duration.

Contact

Sergeant Leon McCallister
Training Branch
RCMP "G" Division
Bag 5000
Yellowknife, Northwest Territories
X1A 2R3
Tel: (403) 920-8353

3.8 Aboriginal Cultural Awareness Training
Lethbridge City Police Force
Lethbridge, Alberta

Police and Community Profile

The Lethbridge City Police Force provides policing services for the city of Lethbridge (estimated population: 60,000). Close to 3 percent (approximately 1,500) of the inhabitants are of Aboriginal ancestry. In addition, two large First Nations - the Blood First Nation and the Peigan First Nation - border on the city. The two First Nations have a combined population of approximately 10,000.

The Lethbridge City Police Force has 109 members, one of whom, a civilian member, is of Aboriginal ancestry.

History and Development

In 1989, after identifying a need for members to improve their understanding of Aboriginal cultural and spiritual history, the Lethbridge City Police Force, in cooperation with the Native Friendship Centre, developed an Aboriginal Cultural Awareness Training Program. The training is designed to improve officers' understanding of the concerns and difficulties experienced by Aboriginal peoples in the area.

Aboriginal Community Input

The Native Friendship Centre designs and delivers the Aboriginal Cultural Awareness Workshops. Two members of local Aboriginal communities act as resource people for the workshops.

Participants

Forty days are scheduled throughout the year as in-service training days by the Lethbridge Police Force. The Aboriginal Cultural Awareness Workshops form part of this ongoing training program.

All members of the force are required to attend the workshops as scheduled.

Design and Delivery

The Native Friendship Centre schedules Aboriginal Awareness Training Workshops once or twice each year. The objective of this training is to improve police officers' awareness of, and sensitivity to, the cultures of the Aboriginal peoples in the area. Course workshops focus on

the culture, traditions, and customs of the Aboriginal communities - the Blood First Nation and the Peigan First Nation - bordering the city.

Funding

The Native Friendship Centre provides information and resource personnel for the training sessions on an ongoing basis. The Lethbridge City Police contributes to the training budget as required.

Outcomes and Evaluations

At this time, the training program is evaluated on an ongoing, informal basis. The respondent notes that, as a result of the course, officers have made referrals and employed resources not previously utilized. As the program develops, participants will provide feedback regarding the relevancy and applicability of the training material provided.

At the workshop held in the spring of 1990, participation widened to include recruits from other local police forces in the Lethbridge area.

The Lethbridge City Police Force has also developed Multicultural Workshops as part of in-service training.

Contact

Inspector D. Lee
Lethbridge City Police
444-5th Avenue South
Lethbridge, Alberta
T1J 0T5
Tel: (403) 327-2210
Fax: (403) 328-6999

3.9 Cultural Awareness Training
RCMP "F" Division
Regina, Saskatchewan

Police and Community Profile

RCMP "F" Division is responsible for the provision of policing services in the province of Saskatchewan.

Within the Division, an estimated 52 detachments provide policing services for approximately 137 Aboriginal communities. The total population of these communities is approximately 36,000.

History and Development

The Aboriginal Policing Services Section "F" Division has initiated a province-wide effort to involve more Aboriginal community members in the development of local cultural awareness programs. Under the cultural awareness training initiative, individual detachments are responsible for implementing workshops in conjunction with local Aboriginal communities. "F" Division oversees the overall coordination and implementation of the initiative.

The first Cultural Awareness Training Workshop was held in the community of Fort Qu'Appelle in January, 1991.

Aboriginal Community Input

One of the goals of the initiative is to have Aboriginal communities design and plan program outlines for the workshops, and act as resource persons in the development and delivery process.

Participants

Eighteen RCMP members attended the first Cultural Awareness Training Workshop in the community of Fort Qu'Appelle in January, 1991.

Subsequent workshops are to include members of local RCMP Detachments and Aboriginal communities in each detachment region.

Design and Delivery

At the first workshop, five speakers from local Aboriginal communities made presentations and answered questions on the following topics:

- Aboriginal Culture and Traditions;
- Local Community Concerns; and
- Community Expectations of the Police.

In addition, members of "F" Division's Aboriginal Policing Services Section gave a presentation on the Division and discussed their work plan for the upcoming year.

In April, 1991, "F" Division sponsored a second workshop. Organizers invited an Aboriginal Spiritual leader to lead a three-day training session for officers and trainees at the RCMP Training Academy in Regina.

Funding

Each RCMP Detachment will sponsor local workshops. Transportation and accommodation costs are expected to be minimal. Additional expenses may include meals for participants.

Outcomes and Evaluations

A total of 26 workshops are to be held throughout the province in 1991-92 as part of the Cultural Awareness Program initiative. Each workshop will be developed by local detachments in collaboration with Aboriginal resource peoples and speakers. Wherever possible, workshops are to be held in Aboriginal communities.

Contact

Constable W.J. McNabb, Sergeant Dave LeBlanc
RCMP "F" Division
6101 Dewdney Avenue
Regina, Saskatchewan
S4P 3K7
Tel: (306) 780-6457
Fax: (306) 780-5410

Information on this initiative was also provided by Fort Qu'Appelle.

3.10 Localized Cross-Cultural Workshop
RCMP Broadview Detachment
Broadview, Saskatchewan

Police and Community Profile

RCMP Broadview Detachment provides policing services in an area which encompasses four First Nations. The Sakimay, Cowessess, Kahkewistahawn, and Ochapowace First Nations have a total population of 2,000. Each of the four First Nations is accessible by road and is situated 13 to 24 kilometres from the Detachment.

RCMP Broadview Detachment is also responsible for policing three other communities and rural municipalities with a combined population of 6,700.

RCMP Broadview Detachment has 16 members. Four of the officers are of Aboriginal ancestry.

History and Development

At the request of RCMP Broadview Detachment, local Aboriginal communities developed a Cross-Cultural Workshop. The goal of the workshop is to promote better understanding of local Aboriginal culture, treaties, medicine and self-government.

The community of Cowessess hosted a one-day workshop on March 27, 1990.

Aboriginal Community Input

Representatives from Aboriginal communities in the area designed the workshop. Elders and other speakers selected topics and provided materials for their presentations at the workshop.

Participants

All 16 members of the RCMP Broadview Detachment attended the workshop, as well as 15 to 20 representatives of local Aboriginal communities.

Design and Delivery

The non-commissioned officer of RCMP Broadview made opening remarks at the workshop, after which representatives of local Aboriginal communities made presentations.

Three members of the Sakimay community discussed:

- First Nation Police Forces;
- Aboriginal History and Culture; and
- Aboriginal Self-Government.

Members of the Cowessess community made presentations on the following areas:

- First Nation Policing and the Cowessess;
- Indian Medicine; and
- Alcohol and Drug Prevention and Counselling.

Two speakers from the Kahkewistahawn community discussed:

- treaties; and
- Aboriginal history and culture.

The Chief of the Ochapowace community and another First Nation member led the final session, providing information on the history and culture of the Ochapowace.

Funding

RCMP Broadview Detachment sponsored the workshop. Costs included food and refreshments (approximately $100). Community facilities were provided free of charge, as were the services of the Aboriginal speakers and facilitators.

Outcomes and Evaluations

The Detachment received positive feedback concerning the workshop from the Chiefs and Council of the participating communities. They also expressed a desire to have another workshop.

A one-day workshop, involving five to eight detachments will be held in June, 1991.

Contact

Sergeant H.H. Esson
RCMP Broadview Detachment
Box 280
Broadview, Saskatchewan
Tel: (306) 696-2437

3.11 Cross-Cultural Seminar
Provincial Police Academy
Brampton, Ontario

Police and Community Profile

The Provincial Police Academy in Brampton, Ontario, provides in-service training for all members of the O.P.P.

History and Development

In 1987, the Provincial Police Academy developed a Cross-Cultural Seminar to improve policing services provided to Aboriginal peoples by the O.P.P. The Academy designed the seminar for those O.P.P. officers recently posted to areas with a substantial Aboriginal population.

These seminars were originally held at the Academy facility in Brampton, but by 1989 the Academy was offering them at the regional level to facilitate the participation of Aboriginal communities. Approximately two regional seminars are held in Aboriginal communities in the province each year.

Cross-cultural training is an O.P.P. priority. Consequently, although budget considerations are important, the number of courses offered each year is determined primarily by need.

Aboriginal Community Input

The O.P.P. asked several Aboriginal consultants to act as resource persons and provide input into course content.

The majority of core instructors for the seminars are of Aboriginal ancestry.

For each seminar, the local Aboriginal community is asked to do the following:

- provide input into the content and structure of the seminar;
- identify community members to act as facilitators for the course; and
- send community members to participate in the course.

Participants

An average of 25 O.P.P. officers and 10 community members attend each course. Although the seminars are primarily designed for officers who have recently been transferred to O.P.P. detachments with substantial Aboriginal populations, other O.P.P. members are also welcome. O.P.P. Training Branch identifies participating detachments and determines the number of O.P.P. participants. Detachment Commanders select individual participants. The O.P.P.

Training Branch also invites O.P.P. First Nations officers and local Aboriginal peoples to participate as students.

Design and Delivery

Regional seminars require several months of planning. The course coordinator from the Provincial Police Academy contacts Aboriginal communities in the region where the seminar will be held. The coordinator establishes the following:

- whether local Aboriginal communities are interested in hosting a seminar, it was noted that, at the outset, Aboriginal communities were reluctant to host seminars. As the process continues, however, increased trust is building between the Aboriginal community and the Provincial Police Academy, and the seminars are becoming easier to organize;
- whether there are community facilities available to hold a seminar; and
- the needs of the community.

Although the week-long seminars are based on a standard format, each one is tailored to meet the specific needs of local Aboriginal communities. The emphasis is on helping participants understand their own culture as a means of improving their ability to understand other cultures.

Seminars deal with a variety of issues, including, for example:

- Cultural Dysfunction;
- Aboriginal Peoples and the Law;
- Community Policing;
- Aboriginal Rights and Treaties;
- Alcohol in the Aboriginal Community: Causes and Solutions; and
- Spiritualism.

Instructors from the Provincial Police Academy lead the seminars in conjunction with a core group of Aboriginal instructors.

During each seminar, a roundtable discussion is held with local Aboriginal peoples who hold different views on issues in their communities. The roundtable discussions are reported to be one of the most successful aspects of the seminars.

Funding

The program is coordinated by the Provincial Police Academy and funded by the Ministry of the Solicitor General (Ontario). Each seminar costs approximately $17,000. Costs include accommodation and meals for participants, and fees for facilities.

Outcomes and Evaluations

To date, regional seminars have been held in the communities of Fort William (O.P.P. Thunder Bay Headquarters), and Rat Portage (O.P.P. Kenora Headquarters).

Evaluations are conducted at the end of each seminar. Instructors are informally interviewed by the Provincial Police Academy coordinators to obtain feedback on the seminar. Informal discussions are also held with O.P.P. members and Aboriginal community members. Both groups of participants have provided positive feedback on the seminars.

The seminars help to achieve the following:

- an increased understanding among non-Aboriginal officers and Aboriginal officers; and
- improved communication between the police and the Aboriginal community.

Contact

Sergeant Garry Crabtree
Provincial Police Academy
P.O. Box 226
Brampton, Ontario
L6V 2L1
Tel: (416) 459-4193
Fax: (416) 324-3688

3.12 Learning About Aboriginal Culture
Sûreté du Québec (SQ)
Montreal, Quebec

Police and Community Profile

The Sûreté du Québec is responsible for the provision of provincial policing services in Quebec. There are 54 First Nations in the province.

History and Development

In the early 1980s, the Sûreté du Québec developed an in-service Aboriginal Cultural Awareness Training Course for all employees working with Aboriginal community members. Temporarily discontinued in 1986, the demand for the course has since led to its reinstatement.

Aboriginal Community Input

The Sûreté du Québec conducted consultations with the Aboriginal communities during the initial development of the course. At present, two Aboriginal volunteers assist with the delivery of the course.

Participants

As of January 1991, 2,771 police officers had attended this course. Only employees of the Sûreté du Québec are eligible to attend the course.

Design and Delivery

Each course is based on a two-day training session. Sessions are conducted by a police officer, in cooperation with an anthropologist and two Aboriginal resource persons. Sessions end with an informal meeting between participating police officers and members of a neighbouring Aboriginal community.

Funding

The Community Relations Service, Sûreté du Québec, offers the courses as a component of in-service training.

Outcomes and Evaluations

Course participants report an enhanced awareness of Aboriginal culture, and a changed perception regarding Aboriginal land claims.

Eighty percent of the respondents considered the course very helpful. Only ten percent disagreed. In general, officers who participate in the course report an improved attitude towards Aboriginal issues.

Contact

Lieutenant Jacques Letendre
Sûreté du Québec
1701 Parthenais Street
Montreal, Quebec
H2L 4K7
Tel: (514) 598-4644
Fax: (514) 598-4833

4. ABORIGINAL CULTURAL AWARENESS TRAINING AS A COMPONENT OF MULTICULTURAL TRAINING COURSES

4.1 Intercultural Training Program
Vancouver Police Department
Vancouver, British Columbia

Police and Community Profile

The Vancouver Police Department provides policing services for the city of Vancouver. The total population of Vancouver is approximately 500,000. More than 10,000 of the inhabitants are of Aboriginal ancestry.

History and Development

In June of 1982, following the Symposium on Race Relations and the Law (organized by Secretary of State, Multiculturalism, in Vancouver, April 1982), the Vancouver Police Force adopted the recommendations of outside consultants, and, in 1983, announced a pilot program aimed at improving Police-Community Relations. At the same time, the Ottawa Police Force launched a similar program.

The Vancouver symposium had identified the need to sensitize criminal justice practitioners to Canada's multicultural and multiracial mosaic. The consultants, IBA and Don Winterton Inc., had recommended that police officers and members of the community be brought together in a positive, interactive environment in order to promote communication and understanding. Accordingly, the Vancouver Police Force launched the pilot program in 1984.

After the success of the pilot program, the Vancouver Police Force offered the Intercultural Training Program until 1990 when all members of the force had completed the training.[2]

Aboriginal Community Input

Aboriginal facilitators were responsible for the content and delivery of a section of the program which focused on Aboriginal cultures.

---

2. Information given in this description is taken from briefing notes for police and community members, "Police Intercultural Education Workshop: Some Questions and Answers", which was provided by the Vancouver Police Department in response to the survey.

Participants

Participants for the two-day pilot workshop included 25 police officers and civilian staff of the Vancouver Police Force, as well as 12 community members, representing primarily visible minority communities in the city. Following a positive evaluation of the pilot session, the Chief of Police requested that the program be delivered to the entire force, including civilian staff.

As of January 1990, all personnel, including 1,050 police officers and civilian staff, had participated in the Intercultural Training Program, along with 450 community representatives.

Design and Delivery

The Intercultural Training Program was based on an interactive approach to training.[3]

During the program, participants gained knowledge and understanding in the following areas:

- the role and responsibilities of the police and the community;
- cross-cultural communication; and
- practical information on specific cultural groups.

Community facilitators made individual presentations on the following cultures:

- Native Indian Culture;
- Indo-Canadian Culture; and
- Chinese-Canadian Culture.

For police officers, the course offered an opportunity to gain a better understanding of cultural differences to assist them in their daily interpersonal interactions.

For members of the community, the program offered an opportunity to gain a better understanding of the police and their work, and to pass this knowledge on to other members of the community and community organizations.

For both groups, the program was an opportunity to meet in a small group setting to talk and share ideas and opinions.

As a joint project of the Vancouver Police Department and the Committee for Racial Justice (CRJ) of the Canadian Association of Chiefs of Police (CACP), the Community Relations Office of the Vancouver Police Department coordinated the police involvement, while the CRJ was responsible for ensuring community participation.

---

3. A detailed description of the program (Vancouver and Ottawa) is available in the following publication: M. Miner, *Police Intercultural Training Manual* (Ottawa: Canadian Association of Chiefs of Police, 1986).